

The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS
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This Month



SUPPLEMENTING WAGES WITH RELIEF

Saya S. Schwartz

MAINTENANCE IS NOT ENOUGH

Florence Sytz

EXAMINATIONS FOR SOCIAL WORKERS

Leona E. Massoth

NEW DEVELOPMENTS IN SCHOOLS

• • •

1938 Delegate Conference in Seattle

Chapter Activities... News and Notes

Edna Zimmerman

SLECTING social work personnel for public agencies on a merit basis involves some careful planning. In this issue is a report of a recent experiment in Indiana which gives a graphic picture of the planning and execution of the program which sorted, examined and rated candidates for public welfare posts. Leona Massoth, chairman of the Indianapolis Chapter, prepared the article for "Compass" readers.



INCREASED enrollment, expanded facilities and other manifestations of growth strikes the eye and the mind when one reads through the report of new developments in the accredited schools of social work. The report begins on page 19.



SETTING out to find out the extent of membership participation in the Chicago Chapter, a special committee headed by Leon Richmond, unearthed some significant findings. The report of that committee throws some light on the question of program and participation which should be of interest to all chapters. It will appear in the December issue.



INADEQUATE wages from either full or part time employment forces many families to look to the public relief agency for aid in filling the gap between income and need. Saya S. Schwartz presents a picture of the complications involved in meeting this need through public funds.



WHAT Role Will The Social Worker Play? was the question raised by Joanna Colcord in the August issue in an article treating the question of the future programs of social insurances. Florence Sytz adds her point of view in this issue. The December issue will include the thinking of Arlien Johnson on this question.



THE compass needle points west for 1938. In addition to the National Conference of Social Work the West Coast will play host to the AASW 1938 Delegate Conference. The call for that conference is issued under the heading 1938 Delegate Conference Call in this issue.

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Supplementing Wages with Relief

Meeting the Problem of Inadequate Wages with Supplementary Relief Raises Several Pertinent Questions.

By SAYA S. SCHWARTZ

THE TERM "supplementary relief" is generally applied when outdoor relief is extended concurrently with any other family income. In one sense, however, all relief, whether given to employed or unemployed persons, is a form of supplementation. When the function of providing part or all of the income of the family is assumed by a relief agency, and when it is recognized that unemployment relief is not of a permanent nature, as is most categorical assistance, the temporary provision of relief in the place of the normal income is in the broad sense of the word a supplementary relief grant, whether the grant constitutes only a part of the family's current income or all of the current income.

With this in mind, the following division of supplementary relief cases may be established; first, families which receive full relief for part of the year and for the rest of the year receive no relief; and, second, families which for a part or all of the year receive relief concurrently with earnings from employment.

The "hard core" of the problem of supplementary relief seems to be in that group in which the chief source of income is derived from full or part-time industrial, commercial, or other private employment of some member of the family. The existence of these relief cases is directly a result of conditions found within our economic structure.

The problems which are presented here may be simply described as arising from either under-employment or under-payment. The under-employed may be said to include those workers who are employed either for a few months or weeks out of a year, or for a few days in each week of the year, at wage rates which would permit them to support themselves and their dependents if a sufficient amount of employment were available to them. The under-paid include those who work at least 30 hours a week for the entire year and yet do not earn enough for the necessities of life. In this sense, then, under-payment and under-employment seem alternately indistinguishable since the net result is the same, namely, that the employment does not result in an income sufficient for self-support throughout the year. This factor should be clearly understood, because if the prin-

ciple of the living wage means anything at all, it does not mean simply the rate of pay, but also a minimum amount of employment. In fact, under-employment is only an indirect form of under-payment, a sweating by irregular earnings as disastrous as any sweating by low wages.

CHRONIC UNDER-EMPLOYMENT

There can be no doubt that chronic under-employment and under-payment of a large section of our laboring people is one of the primary factors

to be considered in connection with underlying causes of supplementary relief. The inability of so many workers to earn enough for a livelihood is the direct factor which brings them to the relief rolls. Generally, the situation is a result of the normal demand and supply; of the need of employers for workers for part-time jobs at low wages, and of the readiness of the unemployed to accept such jobs. It cannot be cured by any relief assistance to these people. Theoretically, it may be assumed that it can be cured

Relief supplementation is perhaps one of the most perplexing, complicated, and paradoxical problems with which the public and relief administrators are faced. This presentation of the question is based upon several studies and original research within the Philadelphia County Relief Board, supplemented by other available information on the subject. The full report on this topic was prepared by Mr. Schwartz and published by the Philadelphia County Relief Board under the title of "GRANTS-IN-AID OF WAGES." Here, a condensed version is presented.

by cutting off the supply or by cutting off the demand. That is to say, either by making labor unwilling to do irregular work, or work at low wages, or by placing legal restrictions upon such employment. The refusal of the relief administration to supplement inadequate earnings from such jobs and thus encourage the refusal of this type of work might perhaps cut off the supply. Some form of a minimum wage law seems the most obvious method of at least partially effecting the second possibility.

Entirely distinct from the industrial and economic conditions which make supplementary relief necessary are the many sociological aspects, such as the size of the family, race, age of workers, their relationship to the head of the family, number of dependents, and the worker's industrial and educational training. It is not the fault of our industrial system, as it operates at present, if earnings from steady employment at a fair wage rate are insufficient for the support of a large family, perhaps because there is only one wage-earner in the family.

The economic and the relief aspects of the problem are to a large extent interwoven. For example, seasonal fluctuations have been a well recognized feature of most industries even in normal years and have been one of the chief causes of the uneven employment rates. Seasonal fluctuation implies the falling off, or slackening of the demand for labor. However, it does not mean a total discharge of workers from the industry and it may be considered one of the chief causes leading to insufficiency of annual wage incomes and the subsequent need for supplementing relief, whether that relief is given during a period of total unemployment, or concurrent with earnings from part-time employment. Undoubtedly, some attempt should be made to determine the extent to which the problem of supplementary relief is created by seasonal variations in employment.

OTHER FACTORS

There are many other factors which should be covered in any comprehensive survey of the problem. Thus, the question may be raised as to whether workers in supplementary relief families even in good times earned more than they do at present. Also it is important to know the effect of supplementary relief policies upon wages; whether by augmenting the low wages of those currently employed the relief administration is enlarging the group of casually employed and at the same time lowering the going wage rates by relieving industry of its responsibility for the labor market. Still another question which should be answered is whether workers dislodged from an industry have difficulty in finding new employment and whether the new job requires less skill and yields lower earnings than their former employment, thus often making supplementary relief necessary.

It must be recognized, however, that no one factor is responsible for the problem of supplementary relief. The questions raised here arise from conditions under which industry operates and many are basic to the industrial system itself.

Although many of them lie outside of the scope of this article, all should be subjected to further study in hope that a better solution may be found than the present method of supplementing inadequate income by relief.

EXTENT OF THE PROBLEM

Even the simplest measurement in quantitative terms of the extent of supplementary relief is difficult, because statistical data for the general relief load cannot reveal the entire picture. For instance, there are undoubtedly many families in which more than one person is engaged in under-paid occupations or those in which employment is either part-time or intermittent, but the sum of the combined earnings is enough to keep them off the relief rolls. Further, differences in administrative policies and in definitions make it difficult to compare data from different communities. However, such comparisons are valuable as an indication of the universality of the problem.

In a State-wide study of direct relief grants in Pennsylvania in July, 1936, information was obtained on cases receiving relief as a supplement to non-relief income. It was found that of the 172,099 cases comprising the State direct relief load, 25.1 per cent were in the supplementary relief category, with only a small proportion of these cases deriving income from pensions, benefits, and business enterprises. Approximately 39 per cent of the total income cases in the State were found in Philadelphia, whereas the non-income cases in the city constituted but 30 per cent of the State total. This illustrates the tendency for supplementary relief cases to be concentrated in large industrial centers.

A special sample study was made of supplementary relief cases in Philadelphia to determine the chief source of income. In July, 1936, slightly less than 15 per cent of the total relief load derived income from odd jobs and part-time employment; over 10 per cent received unearned income or income from "owned" businesses, while approximately 4 per cent were employed full time while receiving relief. Thus the supplementary relief group comprised 29.2 per cent of the total relief load.

Another measurement of the extent of supplementary relief is shown in an analysis of the seasonal turnover in the case load of the Philadelphia County Relief Board during April, 1937, as reflected in the cases reopened for direct relief during that month. More than one-third of the total cases studied were self-supporting for a period of six months or less, and with the loss of private employment, or decreased earnings, were forced to reapply for direct relief. Although

only about one-fourth of these cases returned to the direct relief rolls with current earnings from some employment, and were granted supplementary relief in the narrower sense, the majority of the group may be considered supplementary relief cases on an annual basis. The employment for most of them did not provide sufficient income for self-maintenance throughout the year.

The intermittency of employment and relief is also indicated by an analysis of approximately 6,000 cases which were closed for relief in Philadelphia during the Spring of 1937, either because a new job was obtained by some member of the family, or because of increased earnings of someone already employed in private industry. A tabulation of the length of time these families had been continuously on the relief rolls since the last approval showed that more than one-half of the cases received direct relief for less than four months, while less than 10 per cent of the cases had been carried on the rolls for one year or more. Undoubtedly the seasonal movements characteristic of industrial activity are reflected to a great extent in this large turnover in the rolls, which creates a group of supplementary relief cases in the broad sense of the word.

SIMILAR CONDITIONS ELSEWHERE

Other localities report similar findings on the problem of supplementary relief. Thus in the State of Wisconsin a survey made in September, 1935, indicated that 13.4 per cent of the entire unemployment relief load was comprised of supplementary relief cases with the proportion in the counties ranging from 2.1 per cent to 64.6 per cent. Under-payment was shown in one-third of the cases, whereas under-employment was the chief factor in the remaining two-thirds. Concerning the turnover of the relief load, it is stated in the *Wisconsin Public Welfare Review* (November, 1935) that "Under-employment and seasonal unemployment are the two elements that keep the relief load turning over within itself yet relatively stable in total numbers. The relief population of Wisconsin, accordingly, does not consist of a certain group of persons perpetually in need of public aid. It is composed partly of such cases, but mainly of persons who ordinarily are able to provide support for themselves and families, but who for a variety of reasons temporarily require outside assistance."

In New Jersey, an analysis of the problem made in September, 1934, showed that 30.5 per cent of the total relief load was receiving supplementary aid. In about one-half of all the cases receiving relief supplementary to private employment the reason for such aid was the inadequacy of wages

derived from full-time jobs ("Supplementary Relief in New Jersey," May, 1936).

In May, 1934, the Federal Emergency Relief Administration conducted an extensive survey of the unemployment relief workers in 79 cities located in 39 states. Included among the many problems covered in this study was the employment status of the workers on relief rolls in these cities. Supplementary relief was common to all of the 79 cities, the extent ranging from about 5 per cent to 42 per cent ("Urban Workers on Relief," WPA, 1936).

There can be no doubt that relief cases with a relief grant to augment outside income from commercial industrial occupations represent a sizeable proportion of the total problem throughout the country, and that at the base of the whole situation lies the problem of under-employment and under-payment. The situation is one of direct concern to industry and labor, for among other things it may be that the policy of granting relief to such cases has tended to perpetuate part-time, temporary, or casual labor as well as low wages.

THE SUPPLEMENTARY RELIEF FAMILY AND THE EMPLOYED WORKERS

In general, supplementary relief families are larger than other relief families. In fact, in Philadelphia in July, 1936, cases receiving grants supplementary to wages from full time employment averaged 5.7 persons as compared with 2.9 persons per case in the total relief load. A more recent study of supplementary relief cases indicates that as the size of the family increases there is an increase in the proportion of such cases. Several reasons may be given to explain this increase. First, the smaller units have a lower relief budget and small earnings would make many of them ineligible according to the established relief standards, whereas in large families these small earnings would still leave the family eligible for supplemental aid. Second, as the size of the unit increases there is usually a corresponding increase in the number of workers who can and do seek employment, and consequently the chances of employment are relatively greater in the larger families.

Further analysis of the family composition of the supplementary relief families in Philadelphia revealed that approximately 45 per cent of the members were children under 16, a proportion considerably higher than that shown for the non-income cases.

Color and nativity are of special significance in relation to supplementary relief. It has generally been the impression in the past that in most indus-

tries the so-called marginal workers are composed to a large degree of Negroes and foreign-born whites, and that during any economic crisis they would be the first to be let out and the first to seek assistance. On the other hand, there is a school of thought which holds that during a depression this group is favored and would be continued in employment because with a lower standard of living such workers would accept low wages at long hours, and in the competition for jobs would force out those demanding a higher wage. This was shown in the earlier stages of the depression when in certain localities just such a tendency was observed.

VARIATIONS

Certain variations appear in the composition of supplementary relief cases as contrasted to the total relief load and the general population of Philadelphia as recorded by the 1930 census. Thus 11.3 per cent of the families in the city (U. S. Census 1930) were Negro, whereas the relief rolls showed 44.2 per cent and the supplementary relief cases 45.6 per cent Negro (February, 1937). White families with native-born heads constituted 55.5 per cent of the general population, but only 33.5 per cent of all the relief cases and 25.5 per cent of the supplementary relief cases. On the other hand, white families with foreign-born heads constituted 33.2 per cent of the general population, 22.3 per cent of all relief cases, and 28.9 per cent of supplementary relief cases.

There are several factors which might account for the significantly larger need for supplementary relief among families with foreign-born heads. First, such families are usually larger and, consequently, income which would be sufficient for the average family is inadequate for their support. Second, in families with foreign-born heads children generally enter the labor market at an earlier age and soon assume part of the responsibility of supporting the family. It is shown that in most cases in this group relief was given to augment the earnings of a secondary wage-earner, which in normal times were merely a supplement to the main income in the family. Further analysis indicates that supplementary relief is relatively less frequent among skilled laborers in these families than among other types of workers. Either they obtain full time work with enough pay to eliminate them from relief entirely, or they are totally unemployed and are in need of a full relief grant.

Among the Negro cases studied more than one-half of the jobs were of a casual, irregular nature, and in 80 per cent the head of the family was the employed worker. In contrast to this, in the group of white families with foreign-born heads, full

time employment existed to a more marked degree and in almost 80 per cent of the cases the job was held by a young person in the family while the chief worker remained unemployed.

SECONDARY WAGE-EARNERS

In correlating the amount of employment with the relationship of the wage-earner to the head of the family, it was found that only about one-fifth of the full time jobs were held by the head of the family, whereas two-thirds were held by sons or daughters. The fact that secondary wage-earners were engaged in more regular employment was further brought out in that over one-half of the part-time workers and four-fifths of the casually employed were heads of families. The problem appears to be either the total unemployment or the inadequate employment of the person who would normally be the chief wage-earner in the family, thus placing responsibility upon the younger workers.

Data relative to age and sex of the employed persons are significant. In the Philadelphia study it was found that approximately 38 per cent of the employed workers were women, with nearly half of them in the range of 16-24 years of age. In contrast to this, about one-fourth of the employed men were included in this age group. Although the higher proportion of employed women on the relief rolls in the younger age group as compared with the male workers is not characteristic of the relief population alone, but is also observed in the census figures for the general population, the difference is more striking among the relief workers.

In analyzing the occupations of the employed workers on relief certain related questions should be considered: Are the workers those who have had little or no previous work experience and prior to the depression had never assumed the responsibility for family maintenance? Or are they persons who are now employed in occupations other than those in which they were trained and experienced? To what degree have these workers drifted down to an occupational level lower than that in which they were formerly employed?

In the Philadelphia study it was noted that there had been a somewhat marked break-up in the occupational grouping in which these persons were usually employed. A large increase was shown in the number of persons in the "domestic and personal service" category—increasing from a proportion of about 20 per cent of the usual occupations to more than one-third of the present occupations, due largely to the entrance of a large number of inexperienced persons who were able to obtain only that kind of work. At the same time the

number of semi-skilled workers remained fairly stable, whereas the skilled workers show a definite reduction. It was also found that about one-fifth of the employed persons were those who had had no previous experience, the majority of whom were between 16 and 24 years of age.

ONE-HALF EARN LESS THAN \$5 PER WEEK

An analysis of the earnings of the employed relief persons shows a picture which leaves little doubt as to the need for supplementary aid. It was found that more than one-half were earning less than \$5.00 a week, with less than one-fifth earning more than \$11.00 a week. A sizeable group of workers, slightly over one-third of the total, had incomes of less than \$3.00 per week. For the most part, these workers were domestics and other "home help," dock workers or longshoremen, who were employed so irregularly that their employment was casual rather than part-time. As the type of work rose in the scale of regularity, duration of employment and degree of skill, the weekly wages showed a corresponding increase. For instance, all the workers earning \$15.00 a week and over were employed full-time. However, this group represented only 4 per cent of the total number studied.

Further analysis showed that the average weekly earnings of the Negro workers were less than half those of the white workers, namely, \$3.01 and \$6.23 respectively. Also, as the type of work progressed from "casual" to "full-time," the difference between the wages of the white and Negro workers became more pronounced. The same condition was found with respect to the weekly earnings of heads of families and of other members. Thus heads of families earned less, with the difference in wages being more marked among the full-time workers.

FORMER STATUS

In discussing earnings, there is one question which has frequently been asked, namely, "*Are the workers in supplementary relief families those who even in good times never earned more than they do at present?*" A positive answer would mean that a supplementary relief grant is a move to raise the standards of living of such families. A negative answer implies that the need in these cases would disappear when business activity and the family income would once more return to normal.

Various data available on this question summarized in "Grants-In-Aid of Wages" lend support to both sides of the picture. On one hand,

the earnings in supplementary relief cases represent a reduction from the former normal income. These persons when employed in their normal occupations were accustomed to earn sufficient wages for self-support and maintenance of the family unit. The present need for supplementary relief in such cases is due to several factors. It may be due either to an occupational shift, under-employment in the same occupation, or the unemployment of some member in the family, with a consequent reduction in the total family income. In many of these instances it is most likely that they represent workers who have been reduced successively from full-time skilled jobs at high earning capacity to intermittent jobs in semi-skilled or unskilled occupations and finally to casual workers scavenging the labor market. The return movement from casual to intermittent to full-time may never occur for many.

On the other hand, certain data indicate that many of the workers included in the supplementary relief cases represent those who even in good times were unable to earn more than they are at present. Perhaps this may be particularly related to those who are engaged in full-time jobs in their present pursuit. The cases with such workers, if there are no other wage earners, represent permanently dependent cases with little prospect of earning more in the future, and obviating the need for supplementation.

FULL TIME WORKERS

At this point data relative to the specific problem of relief workers employed full-time may be of interest. A group of 6,000 cases which were active on the relief rolls in Philadelphia during 1936 was studied entirely from the viewpoint of full-time employment. In this group it was found that 203 cases, or 3.6 per cent of the total, had some member engaged in private employment working more than thirty hours a week. The average number of persons per case amounted to 5.7, which was almost twice the size noted in the entire relief load. About 40 per cent of all persons in the families were children, whereas another 26 per cent were unemployable persons over sixteen years of age who, because of some physical or mental incapacity, were unavailable for employment. Thus two-thirds of the group were complete dependents. Consequently, there were more than four persons in each family unit dependent upon the earnings of one employed worker for support. The burden placed upon these wage earners caring for such an extensive number of dependents is further emphasized by the fact that less than one-fourth of them were the normal heads of the families, whereas the majority were secon-

dary wage earners. It was further found that the median average wage amounted to \$11.42 per week, with more than 10 per cent earning less than \$7.00 a week. The amount of relief supplementation of the full-time jobs represented about thirty to forty per cent of the family's total income. The real significance of these amounts is evident only when it is noted that they represent considerably less than the amount necessary to meet the family's need as calculated on the basis of minimum current cost of living. The enterprises in which the workers of the group studied were engaged reveal the variegated nature of the problem. Thus, along with concerns such as cigar, candy, clothing, lamp, soap, and radio factories, we find hotels and restaurants, laundries, barber and beauty shops, department stores, insurance companies, hospitals, public utilities, newspapers, and law offices. Even persons employed by the city government and post office were included.

If there is any one phase of the problem which can be said to be the direct concern of industry and which may be laid on its door-step, it is probably the bulk of this group. Here, more so than elsewhere, the term "grants-in-aid" of wages with all its implications of a subsidy to industry is more directly applicable, especially when the employed worker is the head of the family.

SUPPLEMENTARY RELIEF POLICIES

Although the administration of relief varies throughout the country according to local conditions and situations, recognition has been made in almost all places of the problem of supplementing wages from industrial or commercial employment. The broad basic principle in the administration of relief is that any family lacking available means to provide the minimum necessities of life for all its members, as determined by the relief budget, is eligible for assistance, whether or not there is any other income. In other words, the chief idea of the relief administration seems to be that a minimum amount is needed for existence and this can be furnished from one of three sources, namely, employment, relief, or employment and relief. Assistance is given with the purpose of filling any gap which may exist between the family's income or resources and the relief budget established by the administration as a minimum standard compatible with health and decency or whatever allowance the administration can afford to make. At the same time almost all relief administrations have introduced certain modifications and restrictions in regard to this basic policy.

One such policy is that of denying assistance to families with earnings from private employment

in order to conserve relief funds. This policy is indeed one of doubtful wisdom. One of the basic principles in connection with supplementary relief has resulted from the necessity occurring from time to time to supplement earnings of employed persons in large families with high relief budgets in order to prevent them from leaving their employment and applying for relief, and at the same time to encourage those who are on the relief rolls to take employment which may be offered, even though it may not remove them entirely from the relief rolls. Experience has shown that where supplementary relief was denied, families in which there was some employment with earnings less than the relief budget, would find it so difficult to manage that it would be to their best advantage to leave that employment and apply for relief as totally unemployed. It is apparent then that relief funds can actually be conserved by granting supplementary relief.

In general, in establishing any policy on supplementation, the intention of the relief administrations appears to have been to avoid any direct interference in the wage situation by denying supplementary aid, and at the same time to avoid the more blatant effects which might occur from a policy of deliberate subsidization of low wages. This intention is often met by a policy which permits a job refusal in certain cases, and yet on the whole encourages relief recipients to take "bona fide" jobs offered them.

In view of this, the supplementary relief policy must be a combination of "discourage" and "encourage"—that is, to encourage acceptance and retention of all "bona fide" work offered or held by relief families, and at the same time to justify and condone the refusal of jobs which are definitely attempts at exploitation. Some of the relief agencies which adopted such a policy established review committees, such as the "Job Refusal Committee" in Philadelphia. These committees were composed of individuals drawn from various walks of civic life, and were to determine in instances of alleged job refusals whether the refusal was justifiable according to the given situation.

USE OF JOB BONUS

In encouraging the acceptance of jobs, the so-called "work differential" or "job bonus" constitutes a major method used by most agencies. This was adopted so that the deduction of earnings from the relief budget would not penalize the family for accepting the work.

In Philadelphia, as in many other cities, the supplementary relief policy makes allowance for the difference in the situations in which the income is derived from children or members of the house-

hold other than the head. In the administration of unemployment relief it has often been found that when no differentiation or allowance is made for at least the earnings of the children or secondary wage earners in the family, not to mention the head of the family, there has been a disruption of normal family relationships, and in some cases it has served to retard the incentive for employment on the part of these workers. The adjustments of earned income as practiced at present in most communities, have on the whole been successful in operation. In practice, they have also been found to help to prevent the so-called "chiseling" situations by lessening the incentive for the family to conceal employment.

In conclusion it may be noted that the problem has often been approached from a different viewpoint and intention. The refusal to grant relief supplementary to wage incomes may be a deliberate policy on the part of the relief administration adopted for an entirely different purpose than to conserve relief funds. The refusal in some instances might be an attempt to encourage rejections of jobs offering less than a subsistence wage, thus bolstering the going rates of pay by removing "cheap labor" from the market and so reducing to some extent an over-supply of labor. The supplementation of low wages might defeat this purpose by creating a group of subsidized workers who would be in the market competing with other workers for employment. The very fact that low wages could be augmented by relief grants would induce employers to offer such jobs, and make workers more ready to accept them.

In spite of all of these considerations which indirectly involve the relief agency as a factor in controlling wage rates, it may safely be said that no agencies deliberately adopted a policy of complete refusal to supplement any income in order to carry out the purposes noted above. In fact, the intentions have usually been directly opposite, trying as much as possible to keep clear of any situation in which they would be denying relief to employed persons in an effort to control wage rates and the labor market.

According to the report of Joanna Colcord, secretary of the Executive Committee of the Hospites (American Social Workers Hospitality Group) the following AASW Chapters have contributed to the Hospites fund during the fiscal year just elapsed: Arizona, Chicago, Dayton, Delaware, Denver, Detroit, Erie, Fort Orange, Grand Rapids, Indianapolis, Kalamazoo, Nebraska, New Jersey, New Orleans, South Carolina, Twin City, Washington, D. C., and Western Massachusetts.

Indianapolis Chapter Holds Luncheon Meeting in Connection with Indiana State Conference

On October 2nd the Indianapolis Chapter of the AASW held an open luncheon meeting during the Indiana State Conference of Social Workers. Dr. Leonard D. White, Member of the Political Science Department, University of Chicago and for three years a member of the Federal Civil Service Commission, gave the address.

Dr. White pointed out that service workers are on the firing line of one of the most difficult phases of Government work, while those interested in Civil Service were on another, and that the present aim is to combine the two. He sketched the change from private to public responsibility in meeting social problems and pointed out this development was slow prior to the depression and has gained momentum rapidly since.

The only adequate known means of selection, assignment, promotion and removal from office of personnel in public social services, is through the merit system, he said. The alternative is that of political preference, which cannot be tolerated in the field of social service and is not even desired by most politicians. The latter do not want political preference, and would prefer to make proper appointment, but have behind them organizations in the constant need for votes, so that "loyal supporters must be rewarded." After the department has been set up, and is beginning to meet its responsibilities and after the examinations have been given and appointments made, there should be developed a system of in-service training to keep abreast of current developments, Dr. White believes.

Dr. White concluded his address by sketching something of the present crisis in Washington with relation to the Civil Service. He pointed out that Congress broke or failed to keep its promises as set forth in the pre-election campaign of last Fall and that this Congress is responsible for the greatest retrogression of Civil Service since the Civil Service movement began.

The theme of the 1937 conference was "The Cultural Background of the Child in a Period of Change." This was developed in the various fields: of health, delinquency and the family. Miss Elsie Castendyck of the Children's Bureau spoke on this aspect in delinquency at the Sunday noon meeting and Miss Jane Hoey at the closing session on "Public Welfare—Everybody's Business."

C. S. S.

WHAT ROLE WILL THE SOCIAL WORKER PLAY?

The question of the adaptability of social work skills in the field of social insurance can be expected to provoke widespread discussion of the relationship between social work training and experience and the administration of insurance provisions. Also the whole extension and expansion of public welfare operation can be expected to provoke discussion on the development of the advisory consultative function of the professional social work group as the less direct application of social work skills in connection with certain governmental welfare functions. Such discussion the Association believes should help to clarify the position of social work as a function based on the premise that special skills (which can be transferred through training) are necessary equipment for any person charged with the administration of programs designed to aid or counsel human beings in difficulty. The following paper by Florence Sytz, of the Tulane University of Louisiana, School of Social Work, presents some of her ideas on this subject. This is the second of a series, the first of which by Joanna Colcord appeared in the August issue of *The Compass*.

Maintenance Is Not Enough!

By FLORENCE SYTZ

THE SOCIAL worker, along with other experts from the fields of economics, public administration, law, et cetera, will have a place in the administration of unemployment compensation for the reason that we will in time discover, as Great Britain has already discovered, that the prevention of unemployment cannot be indefinitely overshadowed by the need to provide income to unemployed persons. Experience has shown Great Britain that "the problem of the unemployed was not a simple or homogeneous one, but that in addition to providing income, a satisfactory scheme for dealing with the unemployed must be extended to include assistance in obtaining new employment, and such measures as were necessary to maintain the worker's employability."

Furthermore, "a system of unemployment insurance, devoted solely to relief, sacrifices whatever opportunities are inherent in it for affecting the more fundamental problems of prevention and cure of unemployment through the pressure it might bring to bear upon the regulation of industry and the reorganization of finance."¹ Miss Colcord will no doubt pause at this point and say, "I agree with this general statement, but I disagree with the implication that social workers have anything to contribute—such preventative services are not within their area of competence."

What is or is not within our field of competence, and what may or may not be within our field in the future, depends to a great extent upon our definition of a social worker and the function of a social worker, and upon the educational emphases in our professional schools of social work. A social worker is not just a social case worker. The leaders in our field have never been limited by

the boundaries of social case work, or by any of the township boundaries set up by child welfare workers, psychiatric social workers, medical social workers, group workers, private agency workers, public welfare workers and so on *ad infinitum*. The leaders in our profession have been a part of that advancing group of men and women who were able to add the numbers of individuals they saw in their daily practice to a total problem, and to plan the attack on that problem not in individual terms alone, but in mass preventative terms designed to soften, if not to remove entirely, those inequalities and injustices that are a part of the society in which we live. We have always had a dual function, that of assisting an individual in his adjustment to society, and that of making society a more habitable and safe place for individuals. (Once more I'll pause long enough for Miss Colcord to say she agrees with all this, and to remind her should she hesitate that she must say yes, for as one of the leaders in our profession her contribution cannot be limited to the circumscribed area of social case work.) It is because of this dual function we have that schools of social work have not been satisfied to limit their

¹ Hohman, Helen Fisher, *The Development of Social Insurance and Minimum Wage Legislation in Great Britain* (New York: Houghton Mifflin Co., 1933), pp. 269-287.

curricula to courses in social case work. School catalogues often raise more questions than they answer, but even a hasty survey of catalogues down through the years that professional schools have been in existence indicates the extension of knowledge considered necessary for social workers as well as the narrowing and deepening of that knowledge. Certain schools have been pioneers in public welfare services, and in general all schools now realize their obligation to prepare people to administer our public as well as our private services. Schools of social work, at the present time, need to add to the courses they already have, to cut across departmental lines in universities in order to outline a curriculum that will adequately prepare men and women to administer our social insurances. We need not do this if we contemplate such administration as entirely clerical, or if we shut our eyes to the experience of other countries and wish to travel the long, weary and costly road to the realization that "maintenance is not enough." Trotsky in the preface to *The History of the Russian Revolution* states that, "the privilege of historic backwardness—and such a privilege exists—permits, or rather compels, the adoption of whatever is ready in advance of any specified date, skipping a whole series of intermediate stages." Our historic backwardness in providing social insurance should enable us to skip at least a few of the intermediate stages our European neighbors have experienced.

It is possible to administer social insurance through an organization which merely collects and pays out money, and to argue that such an arrangement is necessary in order that the social insurances be sharply distinguished from public assistance, that is, in order to maximize the idea of a "right." If this is done what group, what organization is to be responsible for the preventative social services that taxpayers, if not the insured individuals themselves, will want? I find it difficult to imagine that private agencies will be any more able to cope with this total problem than they are able, at the present time, to meet the relief or public assistance needs. The close connection between social insurance and public assistance argues rather for a point of view and method of administration of public assistance that will match the change of name from relief to assistance. Public assistance need not be degrading, demoralizing or wasteful.

Miss Colcord has pointed out that "there will arise . . . in the course of administering unemployment insurance, questions which involve a person's right to claim benefit when unemployed." She gives some possible case examples, and then adds that "it may be that social workers attached to the staff of an employment exchange, and subordinate

to the management, could grapple with questions like these." I have before me a volume of 654 pages of *Selected Decisions Given by the Umpire*—From 13th March, 1930 to 31st December, 1934, Respecting Claims for Benefit and Transitional Payments. One need only read the Social Security Act, and our State Acts to realize that questions, similar and in addition to, the ones presented to the British Umpire will be presented to us. Such questions if they are to be dealt with fairly and adequately involve social study, and in assembling and analyzing the necessary material social workers will find an area of competence as important and far reaching as is the medical social worker's contribution to the doctor, or the probation officer's contribution to the thinking and decision of the judge.

The First Annual Report of the Social Security Board states that "special training for the administration of unemployment compensation is essential. Such a training program should include an examination of the problem of unemployment, the past methods of dealing with it, the development of unemployment compensation in this country and abroad, the events which led up to the enactment of the Social Security Act, the provisions of the Act, and an analysis of existing state laws. The close tie-up between unemployment compensation and the employment service makes it necessary for the staff of each agency to have a knowledge of the methods and objectives of the other. In addition, advance knowledge is needed of the type of problems which available experience suggests as probable in the actual administration of the law. The whole training program must be oriented definitely toward the situation which will obtain when benefits are payable. Without some such program as has been outlined, the unemployment compensation administration would develop into an organization which merely collects and pays out money, with little appreciation of its larger responsibility." It is this larger responsibility that causes me to differ with Miss Colcord when she says that "the federal government will no more expect to take responsibility for meeting the social needs of its annuitants than does the Equitable, Prudential or Metropolitan Life." In the case of old age benefits, it may be argued that the analogy is good, or at least not dangerous. There is, however, on the part of some individuals who find it necessary to over-emphasize the right-to-benefit a tendency to wish to limit the responsibility of the federal government toward the unemployed in much the same way that a private commercial insurance company limits its responsibility toward those who buy the insurance it has to sell. If applied to unemployment compensation, the analogy between

social insurance and commercial insurance is questionable, if not unsound. Commercial insurance has as its objective private profit. Social insurance lacks the private profit motive and has as its larger responsibility not an ever increasing number of recipients but a decreasing number, a responsibility to help reduce not only the incidence of unemployment but to help initiate those "measures necessary to maintain the worker's employability." This is more than a clerical task, and in this task the professional social worker with a knowledge of unemployment compensation, and of the function of a national employment service, and in time with field work experience in the administration of unemployment compensation, should be able to make a contribution. The social worker will be one of many experts who through study, experience and research will be increasing the knowledge and understanding so necessary if we are to intelligently meet, and prevent as far as possible the "imprisonment of men in empty time."

RECOGNITION, WELL EARNED

(Editorial Reprinted from the
New York World-Telegram)

Miss Clare M. Tousley, assistant director of the Charity Organization Society, today is receiving the pleasant distinction of an honorary LL.D. from her old college, Oberlin, being one of a group of graduates upon whom degrees are being conferred during the celebration of the one hundredth anniversary of co-education in America, which began at Oberlin in October, 1837.

Years of work here, of the most valuable contribution to the city's life through the Charity Organization Society, have made a New Yorker of Miss Tousley. Conferring a doctor of laws degree upon her cannot add to her distinction. She has won her own high place by her work in caring for the destitute of all ages in New York City. Diverting a few more honorary degrees from the captains of industry to the really useful citizens would be a great thing for the degrees.

Nevertheless, Miss Tousley's friends will rejoice that she has been honored. Oberlin College has shown its alertness to humane and personal values and has honored itself in this selection. We would take the degree also to be a recognition of the great contribution of the Charity Organization Society to the life of the community. On every count Oberlin has done well.

CORRESPONDENCE

The following communication was received from Joanna Colcord in reference to the article *Social Work and The Social Insurances* published in the August issue of *The Compass*.

TO THE EDITOR:

May I hasten to forestall criticism, which I think will be justified, following the publication of portions of my article in the August *Compass*? The title should have read "Social Case Work and the Social Insurances."

Portions of the manuscript which were omitted in your columns make it clear that I was not advocating the exclusion from the social insurance programs of persons with social work training. Quite on the contrary, I believe that the more of these we can introduce into the social insurances, the more effectively and humanely they will be administered. But in taking such jobs, social workers should realize that they are entering a different, though related, field of work—that of employment management; and that they must add the techniques of the new profession to those they already possess as social workers. Eventually, no doubt, this can be accomplished by educational training, but at present, these skills must be acquired "on the job," as many of our friends in the Employment Divisions of WPA have learned.

Some hearers of my original paper have reacted that I was "reading out of the party" social workers going into the employment field. I want to make it quite plain that I had no such intention. The necessity of acquiring new skills to use in a new profession will not diminish those they already possess; and a return to the practice of social work, if they desire to make it, should be facilitated rather than hindered by experience in employment management. My only point is that social case work as such, and social case workers under that title, should not be a part of social insurance programs, with the probable exception of health insurance.

Very truly yours,

J. C. COLCORD.

BOOK OF THE MONTH

Four Papers on Professional Function, published by the Association following the 1937 Delegate Conference, has been chosen as the November *Social Work Book of the Month* by the editors of *THE FAMILY*, official organ of the Family Welfare Association of America.

Similar recognition was given last year to *This Business of Relief*, the proceedings of the 1936 Delegate Conference. Both books have had a wide sale both in and out of professional circles.

Examinations for Social Workers in Indiana

Selecting and Examining Candidates for the State and County Service on a Merit Basis.

By LEONA E. MASSOTH

PERSONNEL standards in public welfare vary greatly and comparatively few states have civil service requirements for such positions. But the merit basis of appointment is gaining ground and Indiana is one of the first states to experiment along the lines of determining eligibility for positions through a combination of: 1. Evaluation of training and experience; 2. Written examinations; 3. Oral interviews.

Each of these three steps is considered to be a necessary part of the total examination procedure, the purpose of which is to select persons who will fit into a given job and will perform it well.

The problem of recruiting personnel for the State Department of Public Welfare is a sizable one and it is not within the scope of this article to discuss at this time all aspects of the personnel problem, but merely to describe briefly one phase of it, namely, the process of establishing employment lists to be used in selecting the staff for the Indiana State Department of Public Welfare.¹ The problem of placement, supervision, provision for merit ratings, promotion, discharge, etc., have not been overlooked, but are subjects for further discussion.

Originally the merit principle applied only to the State welfare positions, but was later extended to the county welfare positions. While this account has been limited to the description of selecting State employees, much of the material applies to the counties as well with some few minor differences.

The merit principle in Indiana is administered by the Bureau of Personnel, which is unusual in that it administers the personnel policies of both the Department of Public Welfare and the Unemployment Compensation Division of the Department of Treasury. The Joint Committee on Personnel Administration, often referred to in this paper, is the Committee which controls the policies of the Bureau and to which the Bureau is responsible.

The Act of March 18, 1936, which created the State Department of Public Welfare provided "for the holding of examinations to determine the technical qualifications of applicants for positions in the State Department and provide for annual merit ratings of employees in the State Department to ascertain whether such employees,

or any of them are maintaining the eligibility standards prescribed by the department."

As soon as the State Department of Public Welfare was created, with its several divisions, classifications, and compensation plans and a set of rules was made by the Public Administration Service, it was decided then that one of the primary problems was to establish employment lists for social workers. Accordingly announcements of examinations for the positions of Case Reviewer, Field Worker, Child Welfare Worker, and Senior Medical Social Worker were extensively publicized so that a total of 1,733 applications were received. These came from 38 different cities and from all parts of Indiana.

1. EVALUATION OF TRAINING AND EXPERIENCE

Under the Indiana merit plan, each candidate's application was evaluated according to the announced qualifications or in terms of equivalents approved by the Joint Committee. The candidates who met these qualifications or equivalents were permitted to take the written examination.

The work of reviewing the 1,733 applications was carried on by a social worker who is on the examining staff of the Bureau of Personnel. Each application was reviewed and checked against the statement on prerequisites for filing of applications and the predetermined equivalents. Recommendations accepting or rejecting applications for the examination were made to the Joint Committee on Personnel Administration. Doubtful cases were submitted by it to a board of social workers which made recommendations, but final decisions rested with the Joint Committee, which is responsible for the administration of examinations.

In determining the question of acceptance of an application, recourse was had to a previously determined scale of equivalents for the announced prerequisites for the positions. The scale of equivalents is the outgrowth of discussions with

¹ The writer is indebted to Mr. Richard Bunch, who administers the Bureau of Personnel, and to his staff for the use of material.

members of the professional staff of the State Department of Public Welfare, with a local committee of the AASW interested in personnel standards, and with a representative of the American Public Welfare Association. After this critical analysis the statement on equivalents was submitted to the Joint Committee on Personnel Administration. No application was considered by the Bureau of Personnel until the scale of equivalents was approved by the Joint Committee, so that the same standards were maintained for the entire group.

A great deal of time and thought was given to the question of prerequisites for the job and their equivalents. The statement of equivalents might be compared with a set of scales in which is measured the particular qualifications possessed by the applicant. It was found that with some applicants, experience far outweighed training; in others, training outweighed experience. Each application made an individual picture, necessitating individual consideration.

The setting down of certain prerequisites for State welfare positions is really the crystallization of the thinking and experience in Indiana.

The following considerations entered into the reading of applications and the setting up of the table of equivalents.

1. For incomplete college work, a year of paid experience in a recognized social work agency was accepted, year for year, for each year of college work. As the membership requirements of the AASW still recognize the two year college level as a minimum, this level was accepted as the starting point in accepting equivalents.

2. For one year of graduate study in a recognized school of social work, two years of social work agency experience since 1930 were used as a substitute. This assumption was based on the reasoning that the public agency field had developed mainly since 1930, that the majority of recognized schools of social work did not attain graduate status until 1930, and that an applicant would be handicapped in the job unless he had worked in a public or private agency since 1930.

3. Other professional courses or institutes sponsored by Schools of Social Work were accepted on the basis of the credit hours received by the applicant.

4. Only paid social work agency experience was counted in the professional equivalents. If this experience was in public or private relief or case working agencies, it was considered direct experience and was considered year for year. If the experience was in other fields of social

work, it was accepted as indirect experience and worth one-third value in establishing an equivalent. Related fields were considered in working out equivalents for the undergraduate college years. It is recognized that these fields also assisted in interpreting the applicant's adaptability for the job. Further additional training on the graduate level counted for double value in terms of agency experience.

In the application of these standards it will be seen that emphasis was placed upon the quantity of professional experience and training which could be interchanged rather than the quality of the experience or training. The evaluation of training and experience was used only in determining whether or not an applicant should be rejected. No numerical grade was assigned to be averaged in with the other parts of the examination. It is to be expected that the professional person with superior training and experience will, in the course of the examination, rank ahead of the less well qualified person. Furthermore, while there are certain professional factors which are inherent in any evaluation of social work experience, such as supervision, agency function status, etc., these questions can be better considered in the oral examination where the applicant presents a better picture of the effect of his training and experience.

As a result of the review of the 1,733 applications received, the following statistics are of interest.

STATISTICS

Case Reviewer

| | |
|--|-------|
| No. of Applications Received | 635 |
| Applications Rejected | 67.2% |
| Successful Candidates | 20.7% |
| Failures | 3.3% |
| Did not take the test | 8.8% |

Field Worker

| | |
|--|-------|
| No. of Applications Received | 540 |
| Applications Rejected | 72.7% |
| Successful Candidates | 19.8% |
| Failures | 2.0% |
| Did not take the test | 5.5% |

Child Welfare Worker

| | |
|--|-------|
| No. of Applications Received | 372 |
| Applications Rejected | 79.8% |
| Successful Candidates | 10.2% |
| Failures | 3.8% |
| Did not take the test | 6.2% |

| | |
|-------------------------------------|-------|
| Senior Medical Social Worker | |
| No. of Applications Received | 186 |
| Applications Rejected . . . | 85.5% |
| Successful Candidates . . . | 7.0% |
| Failures | 4.3% |
| Did not take the test | 3.2% |

The statistics show the number of applications received for each position, the percentage of applicants who were not permitted to take the examination because they did not meet the requirements; the percentage of candidates who failed on the written examination; the percentage of candidates who were successful, and the percentage of applicants who did not take the examination.

These statistics show that the evaluating process was successful because of the low percentage of failure on the examination. The ratio of the number of persons barred from the examination to the number of applicants was high, but because of the small percentage of persons who failed even after this careful sifting out process one would conclude that those who were barred might have failed anyhow, since they were less well qualified to take the examination than those who took it and failed. Because of this careful selection of candidates to the written examination the percentage of successful candidates was high; whereas in those states where the written examination is open to all candidates, without regard to qualifications for the job, it is generally believed that the percentage of failure on the written examination is high. In the states where the written examination is open to all, the written examination is meant to do what the evaluation process does in Indiana.

2. THE WRITTEN EXAMINATION

The second process in the total examination procedure is the written examination. If the examination process is to be successful, it must secure results which are acceptable. That is, it must measure those qualities possessed by the candidate and sum up those qualities for a rating to distinguish a good from a poor candidate for a given job.

To accomplish this the examination must discover in the individual those qualities which tend toward successful performance, the lack of which tends toward unsatisfactory performance, as for example:

1. General intelligence
2. Specific knowledge

3. Certain specific skills in special fields (these differ in different occupations)
4. Social intelligence
5. Loyalty
6. Integrity—common honesty
7. Capacity to take responsibility
8. Initiative
9. Ability and willingness to work
10. Capacity to speak and write effectively.

Some of these qualities (the above is not an exhaustive list) will be tested by the written examination, as for example, general information, specific knowledge, special skills, etc.; and the oral interview helps to complete the picture of the candidate by testing such other qualities as are possible to be reached through an interview with the candidate. It must be recognized that there are qualities which are important for successful performance of work which can not be reached in any examination process.

In setting up the whole examination then, it is necessary to have clearly worked out what the scope of the written examination shall be and what the oral interview shall investigate. Obviously some qualities can best be tested by a written examination and others by an oral interview.

The short answer type of question was used in the written examination. In spite of disagreement concerning its advisability, the Bureau of Personnel preferred this form to the essay type because it was a better test of the qualities they were trying to reach and because it was easier to grade. The short answer questions require sound thinking in working out the examinations. It is more difficult to write, but easier to grade. When testing large numbers of people, there is a marked advantage in using short answer questions. The examination was arranged so that those desiring to take more than one examination could do so. To make this possible each examination was made in four parts, labelled, Part A, Part B, Part C, and Part D. Parts A, B, and C were the same for each of the four examinations and were combined into one booklet called Booklet No. I. The examination for Case Reviewer had no part D section. The other examinations each had Part D sections differing from each other in content. Part D for Field Worker was tied up in a separate booklet called Booklet No. II; Part D for Child Welfare Worker was contained in Booklet No. III; and Part D for Senior Medical Social Worker was contained in Booklet No. IV. Thus, every applicant had to answer the questions in Booklet No. I and the questions in such additional booklets

as were appropriate to the examination being taken.

The maximum time limit for Booklet No. I was three hours. Applicants were told also that those who failed to receive a grade of 70 or better in the written test would not be considered further and that the remaining applicants would be given an oral interview.

Applicants who returned in the afternoon were given the appropriate booklets for the particular examination they were taking and were told that they would have four hours in which to complete all the booklets they had to do. The time limits for both the morning and the afternoon tests were ample. Only the unusually slow person was unable to finish the examination within the time limit. There is a wealth of data available regarding the results of the written and oral examinations with correlations of education and experience, which limitation of space does not permit including here.

3. THE ORAL INTERVIEW

On the basis of the written tests, those applicants who had passed with a grade of at least 70 were notified 10 days in advance of a scheduled appointment for an oral interview. The grades of the written tests were not revealed, so that the applicants did not know their ratings on the written examination other than that they were of passing standard.

In the first group of examinations, oral interviews were scheduled in four centers. The examinations in out-of-state centers were arranged through special courtesy of schools of social work, namely: The George Warren Brown School, Washington University in St. Louis; New York School of Social Work; School of Social Service Administration, University of Chicago. These interviews completed the examination procedure to establish employment lists for the four social work positions of Case Reviewer, Child Welfare Worker, Field Worker and Senior Medical Social Worker in the Children's Division.

The oral Boards were composed of representatives of the personnel field and professional social workers of established reputations representing the administrative and professional staff of public and private agencies and the faculties of training schools.

The examining group as a whole, had experience in the selection of staff for social work agencies. A number had participated in oral interviews for social workers elsewhere and more than a third of the group had actively assisted in training programs for the development of staff for the public agency field. Throughout the preliminary dis-

cussions and during the examinations, Mrs. Ella W. Reed of the American Public Welfare Association acted as consultant to the Personnel Bureau. In all the centers preliminary instructions were given and discussions were held for the boards as to the problems and procedure governing the oral examinations.

The examiners were given individual folders containing the job specifications, rating scale and oral question blanks and the application in order of the appointment. The board did not have the results of the written tests, as the oral examination was testing for different qualities than the written and it was felt that the grade for the written would have influenced the result of the oral interview.

In the centers where a number of boards were working, it was found advantageous for the boards to divide into two groups for the first two interviews and then hold a brief discussion of the experience, after which the boards were assigned. It was necessary to shift the examiners from time to time due to the examiners' personal schedules, since several were unable to give an entire day at a time, and also in those circumstances when the examiners felt that their knowledge of an applicant would bias them in the examination, or where a better balance could be effected in the personalities of the oral examiners themselves.

An effort was made throughout the procedure to give privacy and as fair a hearing as possible to each applicant and to put him at his ease in the interview. The applicants reported and were greeted and assigned to the waiting room. The appointment was checked and the board notified in advance of the candidates' arrival. After the board members signaled that they had looked over the application and were ready for the interview, an usher escorted the applicant and introduced the applicant to the board and the board to the applicant.

The interviews were scheduled every half hour. For those individuals taking more than one examination, the interviews were concurrent and the same board made the two or three evaluations as necessary. This necessitated a somewhat longer interview and evaluation period—on the average of forty minutes.

In the interview proper, one examiner took the leadership in asking questions, while the other examiners observed the response and developed an uncertain point by additional questions. The boards were chiefly concerned with the manner of response and the ability of the applicant to think and to express his ideas. The boards tried to assist the applicant to grasp the situation outlined in the questions. At the end of the interview, the

applicant was invited to ask questions regarding the position or to add any comments or information he wished. The examiners were cordial in their greetings and relationship to the applicants. During the interview no grading was done. After the applicant left the interview, a few minutes were given to the board to discuss and reconcile their individual ratings of the candidate. Then the examination result was recorded and the board was ready to review the application of the next applicant.

As the applicants left the interview, the clerk at the desk near the exit, answered questions of the applicant about the final results of the examination. At the same time this gave the Bureau an opportunity to get the reaction of the applicants to the examination experience, and an opportunity for the applicant to blow off steam if he desired. A number of applicants expressed pride in the personnel of the boards and their satisfaction with the interview. It was significant that though time could not be given for that service, in a number of instances applicants asked advice of the boards as to their own problems and as to future plans for training and professional preparation.

In writing up the examination procedure, mention should be made of the follow-up analysis and discussions of the written and oral examinations by the local professional groups. The local committee of the AASW referred to previously gave a great deal of time to discussing the content and offering suggestions as to improvement of the examination material. The supervisor of field staff was a member of the Committee and the personnel examiner was invited to participate in the Committee work. This offered a valuable channel for sharing the problems of examinations. The importance of having such a group should be stressed because this group is actively working along with the staff in developing and interpreting ideas.

The following paragraphs are taken from the report made by the chairman of the local AASW Committee on personal standards:

EVALUATION OF THE COMMITTEE'S WORK

"The advisory function of the committee served as a channel for the AASW to express in a tangible form its interest in the development of qualifications within a merit plan. Needless to say, it presented a real challenge to formulate in concrete and understandable terms, the qualifications and training necessary, in such a way that it would be acceptable to the general public. The personnel division has expressed its appreciation of the help the committee has given. This function of the

committee has meant that for the first time in Indiana the AASW has been articulate and active as a group, in its efforts to support professional standards of social work in the public field. The committee's activity has given strength to the program in assisting with the setting up of standards, and the methods of selection. Many of the committee's suggestions were accepted and incorporated in the final establishment of the qualifications.

"Three members of the committee and many other chapter members were asked to serve on the Oral Boards which were set up by the Personnel Division on the establishment of a list of qualified persons for the positions on the Staff of the State Department and also in the County Departments of Public Welfare.

"The experience has been of real educational value for the members of the committee as well. The committee gained an insight into problems involved in setting up a state department and has a much better conception of the problems a social worker in that department has to face in the building of professional standards.

"Through the advisory function, the committee gained a fuller understanding of the merit system, the limitations inherent in it, problems relating to public relations, and the setting of standards at a point where the efficiency of the workers would be assured and which at the same time would permit a sufficient number of workers to qualify.

"In review the committee believes that an important factor in its effectiveness was the close contact maintained with members of the personnel division of the State Department, who were active participants in the discussion. At the outset a rather wide gap was apparent between the thinking of the professional group and personnel division, and it was only through a closer understanding of the practical aspects and limitations of the merit plan, that this gap was bridged."

Likewise, the local professional group, who served as oral examiners, formed a more or less permanent committee, calling themselves the Oral Board Committee. This committee met for a number of discussions about their experience on the Oral Board. Several reasons might be given for the organization of this committee. The committee recognized the fact that an adequately qualified staff is essential to the success of any agency and that it was the concern of this committee to aid in the selection of such personnel for the State Department of Public Welfare because it believed that as the public agency personnel is improved, social work in the community in general will improve.

It was hoped also that through these meetings and discussions by those who served as examiners in the first examinations, and by keeping a permanent record of the committee on these discussions, it would serve to make the oral interview an increasingly useful, accurate, and intelligent part of the whole examination process. It was hoped also that in addition to raising the personnel standards in our own State, the material may be useful to other states as a basis for improving their public welfare personnel. Other important problems concerned the Committee. It was felt, for example, that there were some fundamental differences in the thinking of the oral board members as to the proper procedure in conducting the oral interviews, the content and the scope and function of the oral interview.

Earlier in this paper it was stated that the purpose of the examination procedure is to discover in the individual those qualities which will tend toward successful performance, the lack of which will tend toward unsatisfactory performance. The hazard on the other hand and the problem which concerned this committee was that the examination may not reach those qualities which count for success on the job. Therefore to insure an increasing amount of accuracy, to reduce the hazards, and to increase the value of the oral interview, strong oral boards were considered necessary. This oral board committee believed that by thinking through together the whole subject of employment examinations and specifically the oral examination and its place in the whole examination process, such oral boards can be developed to select public welfare personnel in Indiana. Furthermore it was felt that each oral board member needs to understand and agree on the scope, content and method of the oral interview which brings out in the individuals the qualities which the examiners need to discover to give a fair rating. These discussions have given a much clearer picture of the present limitations and the problems of the oral interview. It should be stated that the oral interview was not held as a check upon the written examination, but was one part of the local examination process devised to test some qualities which the written examination did not tell.

In conclusion it should be emphasized that this whole procedure has been experimental and that the Bureau of Personnel is continuing its attempts to work out the best possible method of appraisal of applicants.

EXCERPTS FROM FOUR PAPERS ON PROFESSIONAL FUNCTION, 1937

Wayne McMillen:

The Professional Base for Social Action

"The promotion of causes by the professional group must be restricted to areas concerning which the group has the evidence, and to the number of matters which it has the strength to promote effectively. . . .

"Our capacity to respond to the 'vocation of leadership' is contingent upon the achieving of greater unity of opinion and purpose within the profession. . . .

"Greater coherence within the group is contingent upon more and better professional education and upon a continuing and energetic program of research. . . .

"The obligation to enlarge professional knowledge through research rests squarely upon the profession itself; and the degree to which this obligation is assumed will in large measure determine the capacity of the group to exercise the leadership to which it aspires.

"Case records provide a basic and extensive resource for research activities and therefore great enrichment of research possibilities would result from improved record writing."

Virginia P. Robinson:

The Administrative Function in Social Work

"Since practice in social work is never the individual practice of an individual social worker as it is in other professions, in medicine or law for instance, but by its very nature and definition is dependent upon its support in a social agency, the relation between practice and the administration of the agency as a whole is an organic one. In the development of social work as a profession, administration must keep pace with practice."

CORRECT ADDRESSES WANTED

The membership division is anxious to secure current correct addresses for the following members:

Mrs. Ethel C. Rockwood
Mora, New Mexico

Miss Mildred Pulver
437—9th Avenue, So.
Clinton, Iowa

Miss Jessy Caroline Palmer
158-19—65th Avenue
Flushing, Long Island, N. Y.

Miss Edith Jennings
4330a Lindall
St. Louis, Mo.

Miss Marion L. Hyslop
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Professional School Developments 1937-38

A Summary Report of Recent Developments, New Courses, Faculty Changes and Registrations in Accredited Schools of Social Work.

PROGRESSIVE development of professional education is the keystone to the advance of the profession of social work. As with the other professions, public confidence and support of social work will depend directly upon the extent to which the profession itself can promote the development of professional schools of high standard for the transmission of professional knowledge and skill. Higher admission requirements, curricula which reflect new knowledge and skill developing out of practice, and an acceptance by the profession of the need for full professional training, are essential steps toward this goal.

One of the ways by which the American Association of Social Workers can meet its responsibility for developing increasingly active interest and support of higher standards of professional education among practicing social workers, is by providing through *The Compass* a channel by which the professional schools may bring to the attention of the field significant developments and trends in their programs. That the schools believe there is value in this avenue of communication to the practising group is evidenced by the fact that information was received from 31 of the 32 member schools of the Association of Schools for inclusion in this issue of *The Compass*. It is hoped that the schools will use the columns of *The Compass* at frequent intervals for the purpose of communicating important developments to the membership of the AASW.

Measures which the Association of Schools of Social Work has taken during the past year to raise the standards of professional education include (1) a review of all member schools under existing admission requirements, followed by action in June 1937 discontinuing the membership of schools not meeting these requirements, and (2) the adoption of a two year graduate standard for member schools beginning in October 1939. The two year graduate standard is being applied at the present time to all new schools applying for admission to the Association of Schools, so that with the exception of a few member schools which still offer one year of the two year curriculum in the senior year and which may continue to do so until October 1939, professional social work education today is being given largely at the graduate level. This trend toward graduate professional education is reflected in the membership intake of the AASW which in the last two or three years has shown a marked increase in the per cent of incoming members whose pro-

fessional education has been secured on a graduate basis, a standard which is now met by the very large majority of incoming members.

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The Carola Woerishoffer Graduate Department of Social Economy and Social Research of Bryn Mawr College is emphasizing this year, as it did last, the work in Public Welfare given under the direction of Dr. Hertha Kraus. The courses in elementary and advanced Social Case Work are also being offered again under the direction of Miss Betsey Libbey. The Department is developing further its plan for cooperative relationship with social agencies where adequate supervision can be set up; by this arrangement, a worker can give part-time service in the agency and carry on a training program at Bryn Mawr College.

With the year 1937-38 the Department is giving up the One-year Certificate given heretofore. Full-time students entering the Department are expected to pursue the work throughout one year, but unless a student has had graduate courses providing a foundation for professional social work or acceptable experience in social work, the Department feels that at least two years are necessary for satisfactory preparation. A certificate will be given upon the completion of two years' study.

This year sees also a change in the requirements for the Master's degree at Bryn Mawr College. The course requirements remain the same (two units of graduate work and a third unit either graduate or undergraduate) and can be attained in one year, but while formerly the M.A. degree required the candidate to pass examinations in two foreign languages (French and German), the new plan makes it possible

to substitute some technique subject for one of the languages. In the case of students who wish the Master's degree with a major in Social Economy, this technique subject will be Statistics. The Master's degree at Bryn Mawr College does not necessarily accompany the certificate given for professional training but may do so if the student wishes to meet the language requirement.

Also being inaugurated this year are courses of Lectures on Medical and Psychiatric Information. The lectures, given weekly, will deal with subjects of general and specific interest designed to give the prospective social worker some knowledge of the physical and mental health problems which she will meet most commonly in her work.

The emphasis upon research training continues in the Department, which includes among its enrolled students seven who are pursuing work looking toward the Ph.D. degree. The group research project this year will be concerned with one aspect of standards of public welfare practice.

Dr. Walter Curt Behrendt, formerly Visiting Lecturer in Housing and City Planning at Dartmouth, has been added to the staff of the University of Buffalo School of Social Work as Professor of Housing and City Planning. Dr. Behrendt will act as Technical Director of the Buffalo Planning Research Station jointly sponsored by the University of Buffalo and the Buffalo City Planning Association. This Planning Station, which is a new development in this field, will accept junior and senior internes. The senior internes will be young practitioners in architecture, engineering, etc.; the junior internes will be graduate students in the School of Social Work interested in the application of principles of social work and public administration to housing management and civic development. Before coming to America Dr. Behrendt was Chief Consultant in Housing in the Prussian Ministries of Health and Financing.

Mr. Clarence M. Pierce, formerly Area Comptroller of the Pennsylvania Relief Administration, has been added to the faculty as Assistant Professor of Public Welfare and Public Administration. Professor Pierce is a graduate of the New York School of Social Work. Miss Florence Davidson has been added to the faculty as Instructor in Group Work. In addition to her duties as a class room instructor, Miss Davidson will supervise field work students in group work. Professor Thomas Norton, Associate Professor of Economics in the University, has

been added to the staff as Lecturer in Social Legislation and Labor Problems.

The experiment in offering courses designed particularly for publicly employed social workers in rural and semi-rural areas in western New York is being continued. Professor Allen is following up the introductory case work course she gave last year with a course in Interviewing and Recording. The course is confined to the early fall and late spring.

Registrations are still being received. There is greatly increased interest in courses in public welfare and public administration. There is a moderate increase in the number of full-time students and in the number of students taking the second post-graduate year looking towards a Master's degree in Social Service.

Miss Jane Shaw Ward has joined the faculty of the Curriculum in Social Service, University of California, as teacher of case work and supervisor of field work. Miss Ward has been with the Pennsylvania School of Social Work as Instructor of Extramural Courses.

Working with her are a staff of agency supervisors. This year the University has two full-time and three part-time assistant supervisors of field work on University appointment. They are Miss Sophie Hardy, Miss Evelyn Cummings, Miss Lorenne Pitts, Mrs. Kathryn Switzer, and Miss Sally Tyler.

The University has this year added one new course to the Curriculum in Social Service—The Child and The State, and has announced the extension of its medical social service option to three required semesters.

The Catholic University School of Social Work opened its fourth academic year on September 29, 1937. Fifty-one full time students are in attendance, of whom 17 are priests, 7 are Sisters, and 27 are lay students. Two of the priests are from Canada, and the remainder of the students are from all parts of the United States. In addition to these students, who are studying for the degree of Master of Science in Social Work, six students have returned for the third year of study, in preparation for the doctorate. A number of part-time students are enrolled, including one student on a scholarship financed by the Maryland Committee on Scholarships for Negroes.

A course in Public Welfare Legislation has been added to the curriculum in Public Welfare Administration, and an attempt is being made to relate the content of the course to individual students' particular States.

A new development in the field work program is the opening of a child center at the Catholic University. The center, which is under the direction of the Department of Psychology of the Catholic University, is utilizing the psychiatric and case work services of the members of the School faculty, and an opportunity for the training of the students in a child guidance setting is being given to the School.

The Department of Social Work, Carnegie Institute of Technology, has embarked upon the Graduate Program leading to the degree of M.S. in Social Work with the fall semester, 1937. New members of the part-time faculty are Mrs. Elinor Snethen, Chief of Social Service, Child Guidance Center, and Mrs. Gertrude Mann of the Brashear Association. Miss Emma Schauer, formerly part-time instructor in group work, is now assisting with field work in social research. Mr. Henry M. Busch of Cleveland is again giving the course in Principles and Methods of Group Work I.

A new orientation course in group work without a field work assignment has been inaugurated as part of the required curriculum for students majoring in other fields.

Mrs. Snethen is teaching the Seminar in Case Work and 18 students are enrolled in this course, three of whom are carrying advanced field work assignments, while the rest are experienced members of staffs of social agencies with previous case work training.

A total of 5 full-time and 53 part-time graduate students are enrolled in the Department. Of the latter group, 18 have part-time employment in Pittsburgh social agencies, while carrying a program which includes field work. Two of these are on the staffs of private case work agencies, 11 in the two public relief agencies, and the remaining 5 are employed in group work. Two of these part-time students are enrolled for advanced case work assignments and 1 for research field work.

Whereas last year some students scheduled field work for one semester, this year all beginning students are planning to continue their field work assignments through two semesters. Field work is defined as practice undertaken primarily as educational experience for the student, and as such, is distinguished from the job responsibility which may be carried simultaneously in the same agency. In the group work field at least one assignment is made in an agency other than the one in which the student is employed.

The University of Chicago, School of Social Service Administration, has opened with a large registration of 480 full-time students. New instructors include Miss Grace Browning, who returns to Chicago for case work teaching, after a period as Assistant Director, State Department of Public Welfare, Oklahoma City; Dr. David Slight, head of the University's Department of Psychiatry, is giving the introductory course in Psychiatry for Social Workers this year and Dr. Margaret Wilson Gerard, one of the members of the Faculty of the Department of Psychiatry, is giving the course in Behavior Disorders of Children; Dr. F. M. Warner, formerly Director of the Department of Public Welfare, State of Arizona, has returned to the University as Lecturer in Public Welfare and Public Assistance, and Research Associate. Miss Warner will help with the student research program. Through cooperation with the University's School of Business, Dr. Rufus Rorem is again secured for a course dealing with Accounting and Social Work.

New field work instructors in Family Welfare include Miss Lillian Casley, formerly Supervisor and Assistant Director, Denver Bureau of Public Welfare; Mrs. Julia Beatty Miles, formerly case worker for the United Charities; and Miss Katharine Salkeld, of Massachusetts and Miss Lois Utterback, of Iowa. New supervisors in Child Welfare include Miss Martha Hamaker of Kansas and Mr. Charles Leopold of the Washburn Home in Minneapolis.

Dr. R. Clyde White is on leave of absence during the autumn quarter collecting material regarding the administration of the Unemployment Insurance Acts in England and on the continent.

The Training for Public Welfare Administration at the University of Cincinnati notes on the part of students a growing spirit of independence and a broader approach to service, according to Edward N. Clopper, Director, Program of Training for Public Welfare Administration, who, in reporting developments in that school writes:

"There is not so much of that narrow devotion to a particular phase of social effort that robs the worker of an understanding of general aims and principles, as there was in years past. Students are better prepared than heretofore in the several social sciences and hence have a broader knowledge of human affairs and a livelier and more intelligent interest in preparing for the parts they themselves will play in such affairs. Here, as students have done in many other schools, they have banded themselves together

in an organization to promote their best interests in training and are in touch with similar organizations elsewhere—this makes for better acquaintance and cooperation among the students themselves on the one hand and between the students and faculty on the other. They are thus displaying that combination of independence and team-work which will be so necessary throughout their careers. The school itself is helped by the closer relation with the students which their organization brings about—the social attitude is thus emphasized to advantage and the stimulus shared by both faculty and students. A school of social work ought to be social, and this organization helps to make it so."

Denver University Department of Social Work reports that the School has had a decided increase in the number of full-time students in the opening quarter of the school year, accompanied, however, by a decrease in the number of part-time students. The decrease is due wholly to a ruling, probably temporary, of the local city department of public welfare.

The most notable expansion of program has been the opening of a rural field center in co-operation with the State Division of Child Welfare Services. The center has been established in a county adjacent to Denver, which has a rural population engaged in various kinds of agriculture and in mining.

The supervisor, an employee of the State Department of Public Welfare, is also a member of the school faculty. She is a graduate of the Missouri School of Social Work, with advanced training at Washington University, and with experience in supervision of students at Washington University and Nebraska University. The student group consists of six persons, four of whom are on scholarships from the State Child Welfare Division, one a member of the local agency, and one an advanced student of the school.

The center is an integral part of the school program. The students take their theoretical work in the regular classes, and the unit is under the supervision of the school's director of supervision.

A course on Problems of Rural Administration, given by Miss Esther Twente, formerly of the Kansas Department of Public Welfare, and a series of lectures by her to a selected group of county welfare workers, were responsible for much interest in the rural center.

The school has just received the gift of the private library of the late Ethel Taylor, formerly

a member of the staff of the Child Welfare League, and of the New York School of Social Work. Miss Taylor's friends felt that her books could be of greatest value in a new school and in an area in which the states were actively promoting the new program of child welfare services. The opportunity is open to friends of Miss Taylor to add to the memorial collection. This is the second memorial gift of books to the library, the earlier one being in memory of Mrs. Cleone Dawson Beasley, and on the general subject of public welfare.

Mr. Kenneth Foresman, a graduate of the School of Social Service Administration of the University of Chicago, and Mrs. Juanita Perkins, supervisor of the rural field unit, a graduate of the Missouri School of Social Work, and a former student at Washington University, have been added to the faculty.

The Fordham University School of Social Service is inaugurating an approved curriculum in Medical Social Work this fall. Plans for the new department were discussed early in the spring with Miss Kate McMahon, Educational Secretary of the American Association of Medical Social Workers. The Director of the new curriculum is Miss Catherine Purcell, who comes to the School as a full-time faculty member. Miss Purcell received her Master's degree at the Loyola School of Social Work, and since 1931 has been Chief Medical Social Worker in the Clinic of the Charity Hospital in New Orleans.

Another addition to the faculty is Miss Mary B. Laughead, who will conduct courses in Community Organization and Public Welfare. Miss Laughead was graduated from Smith College School of Social Work with a Master's degree. Her background of experience includes Family Case Work, Child Guidance, Personnel Work and Public Welfare Administration.

As of October 1, 1937, students registered in the diploma curriculum numbered 89, which represents an increase of nearly twenty-five per cent above last year's figures for the same period.

A number of priests, now engaged as Chaplains in correctional institutions, or planning to enter this field, have registered at the School for courses in Case Work, Mental Hygiene and Delinquency.

The Graduate School for Jewish Social Work, New York City is experimenting with differentiated programs in research: one leading to the Master's degree, the other, less demanding in originality, volume of work, and initiative, leads to the certificate. This differentiation seems to

have promising possibilities, according to the sponsors. It is particularly valuable in easing the burden for those who, although in need of some research experience, are not especially interested in research or do not have sufficient research capacity to be able to complete an acceptable thesis. It is also valuable for those who are especially pressed for time, or find it necessary to devote more attention to other aspects of the curriculum.

The School continued to experiment during the past year with the organization of field work facilities in Community Organization. It is also experimenting with Institutes and Seminars for social workers in the field of community organization. The faculty feels that this type of extension service is important for keeping those already in the field abreast of the developments taking place. Similar extension services are being planned for the other fields of social work.

The following developments are noted at Indiana University Training Course For Social Work.

Course sequences have been revised to require a full year of basic courses as prerequisites to courses in specialized fields. Social science prerequisites for admission are being revised to improve the students' backgrounds.

The development of field work resources in the Child Welfare Division of the State Department of Public Welfare and in rural County Welfare Departments partially meets the long-felt need for this type of training activity.

The Indianapolis League of Women Voters has established a loan scholarship fund for students preparing for group work or related fields as a memorial to Mrs. Katherine Daniels, one of its past presidents, and the Indiana State Conference on Social Work has established a scholarship fund for students preparing for public welfare work as a memorial to Dr. Amos W. Butler.

Wade T. Searles, A.M., Assistant Professor of Social Work and Field Representative in Public Welfare, is a new faculty member.

This is the first year of the **Graduate Division of Social Administration of the University of Louisville** since it was accredited by the American Association of Schools of Social Work last May. Dr. Margaret Strong, who was on leave of absence last year, has returned as Director of the Division, with Chester L. Bower in charge of Group Work and Lois Blakey in charge of Case Work.

The school in Louisville has been developed from the beginning around the idea that Social Case Work and Group Work are closely related. Majors in Group Work are required to take introductory courses in Case Work, and Case Work majors in turn take the Group Organization and Leadership class.

Field Work in Group Work offers a rather wide variety of opportunities not always available to group work students. Due to the co-operation of the public recreation department as well as the Settlements and other private recreational agencies, field work placements can be made in quite different situations. Louisville, through the Council of Social Agencies, is attempting some interesting cooperation between group and case work agencies. This and similar work offer students rather unusual opportunities to experience a coordinated approach to personal community problems.

A spirit of cooperation between the University and social agencies in the city is noteworthy. This is partly due to the fact that the local chapter of the AASW as well as the Community Chest are largely responsible for the development of the University training program, which they have promoted from the beginning. The training committee of the chapter was particularly active last year in helping the Division of Social Administration to achieve status as a fully accredited school.

This spirit of whole-hearted cooperation is proving particularly valuable in field work placements. The field guides, under Miss Blakey's leadership, meet twice a month to discuss questions of supervision. Registration for graduate study of workers in the agencies, who do not yet have the Master's degree, is encouraged both by the Graduate Division of Social Administration and by the boards of a number of the leading agencies. The City is paying half the fees of workers so registered from the Municipal Bureau of Social Service and the City Recreation Division.

Father Elmer A. Barton, S.J., M.A., has been appointed Dean of the **School of Social Work at Loyola University**. Mr. Arthur Audy, M.A., Loyola University, will give a course in Social Statistics during the winter quarter. Dr. McCormick will give a course in The Bases of Behavior. Miss Mink of the Institute for Juvenile Research will give a course in Psychiatric Case Work.

Beginning this year, the school is conducted on a two-year graduate curriculum plan. The general course including the course in Philosophy

of Social Work, will be required as a basic subject. In addition to the three quarters of field work, a thesis with an examination, will be demanded.

Steps are being taken to enlarge the number of elective courses, especially in the field of Psychiatry and Public Welfare Administration.

To facilitate training in psychiatric work, Dr. Gerty and Dr. Law of Loyola University Medical School have been developing a psychiatric clinic.

The University of Michigan Graduate Institute in Social Administration, Detroit, is now entering its third year of existence with a student body of 125, all holders of the academic degree with a minimum of 30 hours of credit in the social sciences or better, as background. This new Graduate School is a development out of the one year graduate program previously offered by the University at Ann Arbor. The Master of Arts in Social Work heretofore given is discontinued and the degree of Master of Social Work is offered for a two year course, requiring 48 credit hours. The Institute is an integral part of the Rackham School of Graduate Studies and is supported from the general University budget.

The curriculum at present includes 42 courses, 11 of which are required of all candidates for the degree. This list representing the requirements of the American Association of Schools of Social Work, with some additions, is considered a minimum for the present. It is expected that the course will be enriched by additional subjects as rapidly as the full-time faculty can be augmented. At present there are but four full-time members of the resident faculty, with one part-time associate and fourteen special lecturers from various professions and fields of social work.

Integration of the Detroit curriculum with the work retained at Ann Arbor, is still in process. This year for the first time, it is practicable for students to carry the first year either at Ann Arbor or at Detroit; the second being taken at Detroit only. Special effort is being made to increase the offerings at Ann Arbor to include one or more additional required courses and several electives.

The Graduate Course in Social Work at the University of Minnesota completed its period of transition from the old "Five Year Course" which gave one graduate year following social work courses begun in undergraduate years and settled fully into the graduate two-year course

only last year. In abandoning the undergraduate social work courses, great attention was given to the development of a strong pre-social work undergraduate curriculum of wide liberal range, with emphasis on social sciences and offering some work in home economics and preventive medicine.

For the social work course the group of graduate students, drawn widely from surrounding states, had already grown beyond the adequacy of the School's facilities, and last year the admission of first year graduate students was limited to fifty, and careful study was made of selection of students. The administrative machinery possibly creaked a little last year, but this year the School feels as if it had always been a graduate School. Of particular interest is the return of large numbers of mature social workers—many from the earlier five year course—coming back to complete the work for their Certificates or Master's degrees. The Certificate normally requires four full quarters of graduate work, and the Master's degree the full two years of six quarters.

The Student Association which was formed last year is a vigorous articulate group, giving much stimulating thought and welding the student body. The fall quarter starts with 64 full time students and 119 part time students, practically all the part time students being engaged in social agencies, except a few who are assistants in the department. Among the students are four on special racial fellowships, a Chinese student on exchange fellowship from Yenching University, an Indian from Oklahoma, and two Southern Negroes.

The public agencies in the Twin Cities are making great efforts to strengthen their staffs. About two-thirds of the part time students this year come from the public departments. Under University field supervisors, the School maintains three field work centers in public departments, two in relief departments and one in a child welfare department.

New courses given this year include one in psychiatric aspects of social work and one on social work interpretation. A new course on housing begun last year is part of the permanent program.

The National Catholic School of Social Service, Washington, D. C., announces the appointment of Rev. Lucian L. Lauerman to the directorship of the School. Father Lauerman brings to the work a background of training and wide experience in the field of social work. For many years he had charge of the work of the

Bureau of Catholic Charities in the Portland, Oregon, diocese and in 1935 he was a member of the staff of the School for Social Work in the Catholic University as faculty advisor, director of case work for lay students, and instructor in community organization.

New members on the staff of the **New York School of Social Work** for the fall of 1937-38 are Mr. Robert T. Lansdale in the field of public welfare, Miss Madeleine Lay, who is to supervise students' cases in field work in connection with the psychiatric clinic in the Children's Court, and Mrs. William Kirk, who is to supervise field work in the group work field. The New York School sustained a great loss during the year in the death of Miss Ethel Taylor. She had been with the School since 1930 and was in charge of courses in child welfare. She died suddenly on July 17.

The registration in the fall of 1937 is 232 full time students and 636 part time students, plus 24 in non-credit courses. Of the 868 part and full time students in credit courses, 153 are men, and 715 women. During the year 1936-37, 114 students were graduated from the six-quarter course, of whom 17 were men and 97 women. There are 216 students engaged in supervised field work during the fall quarter of 1937.

The School has had for the past year a faculty committee which has been engaged in re-studying the curriculum, and has brought in recommendations for certain fundamental changes in the curriculum, particularly in regard to orientation courses, which are under consideration by the staff at present.

Within the last year the social work curriculum in the **University of North Carolina** has been reorganized. The Division of Public Welfare and Social Work, within the Graduate School, has been created. Subject to the general regulations governing graduate students, the Division has wide discretion in the setting up of its special curriculum and the admission of students. In departmental organization, social work has been separated from sociology by the creation of a Department of Social Work with five full-time instructors and seven part-time instructors. Two members were added to the faculty of the department September first—a case work teacher with the rank of associate professor and a supervisor of field work with the rank of instructor.

The School was readmitted to full membership in the American Association of Schools of Social Work at the May meeting of the Association.

Northwestern University Division of Social Work reports that in view of the development of the Social Security program in the United States, it seemed essential to add special courses in this field; not from the angle of administration, but from the point of view of theory. Dr. Helen Hohman, who has been with the Research Division of the Social Security Board for the past two years, and who has just returned from Europe as a representative of the Social Security Board, studying recent European developments in the field of Social Security, has been added to the staff. She will give two courses: Social Security in the United States, and Social Security in Europe.

Dr. Minna Emch is now a full time member of the staff. She will give two additional courses, and will assist in the Student Counselling program, as well as supervise the research in her special field.

The school experimented last year with the course in "Social Hygiene and Social Welfare," and has added the course as part of the permanent curriculum. The development of the Surgeon General's program for combatting venereal diseases has emphasized the necessity for such a course.

The graduates of the School who have specialized in group work have formed an organization called "Group Work Associates." They plan a series of publications in the field of group work. The first of the series: "Social Group Work," by Miss Neva L. Boyd, appeared last April.

Recent developments at the **School of Social Administration, Ohio State University**, include additional teaching personnel, improved field work facilities, new graduate courses, a new building for the use of the School and successful efforts to raise funds for special purposes.

Mr. John Reimers came from the Associated Charities of Cleveland to become assistant professor of case work at the beginning of the fall quarter. At the same time he was employed as a member of the staff of the local Family Bureau where he supervises students in social case work from the School who do their field work in that organization. Mr. Reimers is giving half time to the School and half time to the Family Bureau. As a part of the cooperative arrangement the Family Bureau has established the University District Office, located in the School of Social Administration Building on the campus, to which students doing their field work with the Bureau are assigned. It is believed that the new plan will afford the opportunity for

experimentation in offering field work during all quarters of the year and in developing methods whereby field work can be integrated to the best advantage with the teaching program. However, since only a small proportion of the students in social case work can receive their field training with the Family Bureau in the new district office, other agencies which have been cooperating with the School in providing field work are being asked to continue this service. New graduate courses in case work, group work and penology have been added to the offerings of the School during the last six months. The new School of Social Administration building on the campus has just been completed by the WPA. It will be dedicated in November but is already in use. The new building provides adequate space for the work of the School and brings together on the third floor all members of the staff who formerly occupied offices in various parts of another building.

The Pennsylvania School of Social Work, affiliated with the University of Pennsylvania, announces the publication of the first issue of a journal sponsored by the faculty, "The Journal of Social Work Process." The first number entitled, "The Relation of Function to Process in Social Case Work," has been prepared by teachers and supervisors of field work in the Case Work Department of the School and edited by Jessie Taft, whose leading article provides the general statement of viewpoint that characterizes and organizes the discussions of practice in different fields represented in the papers. Contributors include: Dorothea Gilbert, Almena Dawley, Else Jockel, Helen Baum, Irene Liggett, Mary N. Taylor, Doris Mode Affleck, and Dorothy Hankins. This issue is published in book form and will be ready in November.

Additions to the faculty for the year 1937-38 include Kenneth Pray who returns after a year's leave of absence during which time he served as Secretary of the Pennsylvania Committee on Public Assistance and Relief. In the Case Work Department Muriel McLaughlin comes on the faculty for full time. Mrs. Roberta Townsend, formerly Assistant Director of the Philadelphia County Relief Board, takes an administrative position on the staff as Secretary of Admissions and Director of Field Work Placements. Mrs. Townsend brings also an important teaching contribution in the field of public administration. Arnold Wills has been added to the Department of Social Planning and Administration to develop courses in Labor Relations.

The School has published a separate bulletin of the Advanced Curriculum which is now in

its fourth year, in 1937-38. That curriculum is steadily and increasingly proving its usefulness not only to the advanced students who work in it, but for the stimulation and leadership which advanced courses bring to the whole curriculum from the Extension Department, through the first and second year levels of the degree program. The five courses offered in the Advanced Curriculum this Fall, including two courses in Supervision, one in Case Work, one in Labor Relations and Dr. Allen's course in Psychological Therapy with Children, are all enrolled to capacity.

Registration figures show 68 first year students and 82 second year students. The entering class comes from 16 states and 40 colleges, and 42 have had previous experience in social work.

With the decrease in the demand for courses by the large number of emergency relief workers, the University of Pittsburgh Graduate School, Division of Social Service, reports that it has been possible for the Division to develop the courses offered to regular full-time students. All of the regular courses have been strengthened and some additions have been made. Dr. John Chornyak from the Judge Baker Foundation in Boston has been added to the regular staff and is offering several courses in the field of psychiatry; and Mr. Clyde Murray is starting some work in the group work field.

The number of students who are taking full-time work and working for a Master's degree is very materially increasing and at the present time more than fifty students are working toward a Master's degree. The Division at the present time has a separate staff of fifteen persons, five of whom are on full time, and in addition to these there are a number of courses offered by other departments or divisions of the University particularly designated for students of social work.

The Saint Louis University School of Social Service completed its transition from an undergraduate-graduate school to a purely graduate school, June, 1937.

The School now offers professional work on a graduate level exclusively. Men and women students are admitted to a two-year curriculum leading to the degree of Master of Science in Social Work.

The first year consists of basic social work courses and field work training, preparing the students for agency service. The second year presents a choice of specialized curricula in Family Case Work, Child Welfare Administration and Medical Social Work.

Advanced courses are also offered in Psychiatry, Group Work, Community Organization, Public Welfare, Probation and Parole, Statistics and Research.

The most important addition to the faculty has been Miss Eileen Ward, M.A., as full-time Instructor and Supervisor of Field Work in Child Welfare. Miss Ward comes to the School with a wide variety of experience both in the public and private agency interested in child welfare.

Another addition to the faculty is the part-time service of Mr. William H. Schwentker, Instructor, who is aiding in the teaching of the Case Work Courses.

The Reverend Joseph Husslein, S.J., Ph.D., is full-time director of the School and has resigned from all other duties such as Sociology.

Miss Weltha M. Kelley, Ph.D., who has been an instructor in the School since its inception has been made Assistant Director of the School and Assistant Professor in Social Work.

There are 126 full-time students enrolled in the Simmons College School of Social Work. Thirty-three of these are in their second year of work, as candidates for the Master of Science degree. It was necessary this year to pursue a course of careful selective admission for the second year since the number of applicants has increased beyond the School's capacity to provide field work. It was also necessary to limit the number of first-year graduate students to 55.

The geographical distribution of the class is over 19 states, Washington, D. C., Uruguay, Honolulu, Canada, Alaska, and Finland; and 33 colleges are represented.

A study recently made of the employment of 76 graduates who received the Master of Science degree after two years of training in the period 1927 to 1936 revealed remarkably steady employment. All the graduates with one exception had been placed soon after graduation. In January, 1937, there were only four involuntarily out of work. Three of these on account of marriage were geographically restricted in their choice of employment. Some (14) were in supervisory or executive positions; one half had had teaching responsibilities chiefly as field guides to students in schools of social work. Salaries ranged from \$1200 to \$2500, the average was approximately \$1600 a year.

There are 22 students enrolled in the first year of the undergraduate program of Social Studies at the Simmons College.

The School of Social Work is working with the Providence Chapter of the American Associa-

tion of Social Workers to provide courses for workers who wish to increase their professional credits for membership in the AASW. Miss Alice Huling of the School faculty is to give a 4 semester credit course in Elementary Case Work.

Placements of last year's graduates are almost entirely in the private field although an attempt was made on the part of both students and the faculty to find suitable openings for beginning workers in the public field.

The twentieth summer session of the Smith College School of Social Work, July 7 to September 1, 1937, opened with the following enrollment: Seventy seniors, forty-one Plan A students, sixty-six Plan B students (which included twenty-nine of the Plan A students of the previous year), twenty-eight Plan C students, fifteen Plan D students in their third session and twelve Plan D students in their first session. In addition, three seminars were held, attended by fifty-five people, and seventy-seven attended the meetings of the Supervisors Conference.

Three new members joined the staff: Dr. Walter E. Barton of the Worcester State Hospital, who gave the courses in Mental Disease; Joseph P. Tufts of Pittsburgh, who gave courses in Labor Problems and Social Administration; and Miss Beatrice Wajdyk of the Philadelphia Family Society who gave a course in Case Work to the Plan D students, conducted a seminar, and gave additional instruction to the seniors.

The twentieth winter session opened September 7th with one hundred twenty-three students (including twelve in Plan D) in the field. The School is cooperating with forty-nine agencies in thirty-one cities and fourteen states.

Miss Ruth Smalley, A.B., University of Minnesota, 1924; M.S.S. Smith College School for Social Work, 1929, an experienced social worker who has been associated both with the visiting teacher movement and the Chicago School of Social Service Administration, has been added to the staff.

According to the plan of last year, the School received a limited number of students for the summer session and has fixed for the winter session a maximum number of students in the field of about one hundred.

Through the Commonwealth Fund, \$6,000 was contributed for scholarships and many agencies offer part-maintenance scholarships for the winter session.

Since September 1, 1937, the **School of Social Work of the University of Southern California** has been requiring a bachelor's degree or an equivalent degree for admission, along with 24 semester hours of work in the social and psychological sciences as a prerequisite. At the same time it inaugurated a curriculum of two years of graduate work which with research and a thesis leads to the degree of Master of Social Work.

The second graduate year offers the student three choices: (a) specialization in family case work, (b) specialization in social work administration, and (c) specialization in group work (in process of development). The Bureau of County Welfare has set up a Training Center for the field work students.

Mrs. Eleanor McCreery has been added to the staff of the School on a full-time basis and is in charge of supervising Social Case Work. Dr. Forrest Anderson, Director of the Child Guidance Clinic of Los Angeles, became a lecturer in psychiatry on the staff of the School last September. He teaches the courses in Social Psychiatry and Psychiatric Information. Dr. Reginald H. Smart, formerly on the staff of the General Hospital (Los Angeles), is the new instructor in the course in Medical Information. Miss Helen Persinger has been added to the staff to supervise the field work of the group work students. Mr. Arthur Greenleigh, Assistant Superintendent of the Bureau of County Welfare, is the new instructor in Public Welfare Administration. Mr. Joseph Bonaparte, Superintendent of the Jewish Orphans Home is a new instructor in child welfare courses. A group of eighteen representative leaders in social work in Los Angeles has been organized as an Advisory Committee on Professional Education. The Committee meets on the campus and assists the School in the development of its procedures.

"Administrative Research in Social Work" is the title of a new course being given this year by Dr. Erle F. Young on the second graduate year level. Other new second year courses now being developed are "Seminar in Child Welfare Problems" by Dr. George B. Mangold and "Seminar in Community Organization" by Dr. Bessie A. McClenahan, while research in racial and cultural factors in social work is being organized by Dean E. S. Bogardus.

The Tulane School of Social Work, Tulane University, has long felt the need of a course on legal problems as they relate to the field of social work and this year has added the course in Law and Social Work. In addition, Theory

and Practice in Public Employment Service, is offered in the school curriculum by a member of the Department of Economics of the University. An increasing number of students completing the one year curriculum have passed the examinations held by the Louisiana State Employment Office and have been offered appointments in local and state positions.

Since the discontinuance in 1932 of the original New Orleans Child Guidance Clinic, financed jointly by the Commonwealth Fund and the University, the School of Social Work has been handicapped in its field work opportunities for students wishing to specialize in psychiatric social work. This need is now met through the development of an adequately staffed child guidance clinic as a part of the Hutchinson Memorial Clinic, which is the teaching center of the Tulane Medical School. Students from the School of Social Work have been placed for supervised field work in the clinic for the first time this semester. Additional clinical facilities will be available through the organization of a new community-wide child guidance clinic endowed largely by one individual.

Through the continued cooperative relationship between the Bureau of Child Welfare of the Louisiana State Department of Public Welfare and the School, two rural child welfare centers in St. Charles and St. Bernard parishes have been made available for student training. Child welfare students on educational leave from five states have been assigned according to their previous training and experience to field work in preparation for rural child welfare positions in their respective states.

Miss Grace White, formerly an Instructor in the Division of Social Work, University of Pittsburgh and more recently Case Worker and Supervisor in the University Clinics, University of Chicago, has been appointed as Assistant Professor of Medical Social Work to the faculty of the School to succeed Miss Mathilda Mathisen, who resigned last February to accept a joint position with the School of Social Work of the University of Louisville and the City Hospital of Louisville, Kentucky.

The increasingly pressing demands for personnel in the northwest have led to an expansion of the field work facilities in the **Graduate School of Social Work at the University of Washington**, made possible by the cooperation of the Washington State Department of Social Security and King County Welfare Department. The School has opened the year with one of the largest enrollments in its history. About one-

half of the students have had previous experience in social work, and about one quarter of the total enrollment are men, which is about the same proportion of men enrolled in 1934-35.

Close working relationship is maintained between the Graduate School of Social Work and the Washington State Department of Social Security. Accordingly, Miss Bernice Scroggie, a member of the faculty for two years, has been granted a six months' leave of absence to join the Division for Children, State Department of Social Security. New faculty members are Miss Dorothy Crounse, Master of Social Science, Smith College School for Social Work, 1936-37, School of Social Service Administration, University of Chicago; Miss Marjorie Siskey, diploma, New York School of Social Work; and Miss Katherine Braun, Master of Arts, School of Social Service Administration, University of Chicago.

The School has participated in the planning of the in-service training program of the State Department of Social Security, and is offering during the autumn quarter a Seminar in Supervision. This is a graduate course, requiring the usual matriculation in the University, and giving two credits. As an experiment, since the field staff and administrators of the largest counties in the state will be enrolling for the course, the sessions will be held two days a month.

The whole subject of professional preparation for social work is of increasing interest to the School. The Director was a member of an interdepartmental committee on the campus this year, which has prepared an undergraduate course of study covering the first three years of college work, and intended for students who desire to enter some field of public service. The fourth and graduate years will be under the direction of the various schools and departments participating, according to the vocational interests of the students, namely, the College of Economics and Business, the Department of Political Science, the School of Law, and the Graduate School of Social Work.

In the George Warren Brown Department of Social Work of Washington University the ratio of graduate students to undergraduates has markedly changed this year, probably as a result of the previous announcement that only a two-year graduate curriculum would be offered after June, 1938. While the number of undergraduates has been considerably reduced, the registration of full-time graduate students has shown little change, in spite of the fact that the tuition has been doubled. Eighty-five stu-

dents, sixty-five of whom are graduates, are now enrolled in the Department. In addition, ninety-nine individuals, the majority of whom are employed as social workers in the city, are registered in the evening courses offered in University College.

With the coming to the Department of Dr. Siegfried Kraus from Austria, as visiting professor, a new course in Social Insurance is being offered. Dr. Jennette Gruener has also been added to the faculty on part time for the supervision of theses.

The Social Science Club, made up of students in the Department, has on its own initiative started work on its winter program with considerable enthusiasm. It is planning to continue the weekly teas to which all students and faculty of the University are invited. This opportunity for meeting other students has contributed considerably to the solidarity and spirit of the student group.

Plans are under way for the usual yearly institute on supervision which is given for the field work supervisors. Miss Grace Marcus is to lead these discussions this year.

Enrollment in the School of Applied Social Sciences, Western Reserve University, shows 197 students registered for the academic year, plus 97 who registered in the 1937 Summer Program for Public Health Nurses, making a total (minus 6 duplications) of 288. In addition, 51 experienced group workers from 22 states, the District of Columbia and Canada were enrolled in a three-week Institute on Group Work in May and June.

Five new courses in public welfare have been added to the curriculum: two on Case Work in Rural Communities, one on The State and Social Work, one on Public Social Work, and one on The Social Security Act. Mr. Clark Mock, Director of the City Relief Administration, will teach the course on Public Social Work and the course on The Social Security Act is being given through cooperation with the Fifth Region of the Social Security Board.

Seven staff members in Child Welfare Services in three states (Michigan, North Carolina, and Ohio) have been granted educational leaves by joint arrangement of the United States Children's Bureau and their own counties to enroll for one semester in the School.

Associate Professor Florence Day, who while on leave was a Regional Secretary of the Family Welfare Association, returned in September and

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1938 Delegate Conference Call

Executive Committee Votes to Hold 1938 Delegate Session in Seattle June 23, 24, 25.

BY A VOTE of the Executive Committee on a recommendation made by the Ad Interim Committee, the 1938 Delegate Conference will be held in Seattle, Washington, June 23, 24 and 25, Thursday, Friday, and Saturday prior to the opening of the National Conference of Social Work.

The decision to stage the delegate meeting on the west coast in 1938 was prompted by a discussion in the Ad Interim Committee meeting of August 11, which included the following points:

1. That the occurrence of the National Conference of Social Work at Seattle, Washington, in June of 1938 presented a singular opportunity to hold the AASW delegate Conference in a part of the country which is generally put to inequitable expense and difficulty in connection with attendance, but which for this occasion would be a time and place convenient for representation from most if not all the chapters of the Association,
2. That because of lack of field work facilities and other means for equalizing the opportunities for direct contact of some of the western chapters with other parts of the Association, it would be highly desirable to have an opportunity for discussion of the Association's program relating to government, personnel standards, employment practices, and membership provisions in this particular part of the country,

3. That such a conference could be held in 1938 without in any way designating policy for ensuing years as the time and place of the Association's Delegate Conference.

Executive Committee members voting by mail accepted the recommendations of the Ad Interim Committee and authorized President Swift to issue the delegate conference call.

The agenda for the three-day session and discussion subjects will come up before the Committee on Conference Program, of which Peter Kasius of St. Louis is chairman, at its initial meeting in Chicago, November 15 and 16.

Discussions at this meeting will undoubtedly indicate the general subject headings which ultimately will be worked into the actual conference program, so that the national office can begin the collection and assembling of background material to send to chapters for their use in planning chapter discussion during the winter months. Such chapter discussion based on topics which will be on the program at the delegate meeting should prove fruitful, not only for delegates chosen to represent the chapter at the conference, but for the entire chapter membership.

(Continued from page 29)

is the Director of the Course in Family Case Work. Professor Elizabeth Lyman has been appointed Director of Admissions; Associate Professor Ruth Gartland, Chairman of the Division of Case Work; Associate Professor Lucy Massey, Associate Director of the Course in Public Health Nursing; Assistant Professor Marcella Farrar, Director of the Course in Child Welfare. New appointments include: Paul Weinandy, Instructor in Group Work; Saul Bernstein, Field Instructor in Group Work; Hazel Higbee, Instructor in Public Health Nursing.

The School of Social Work and Public Health of the College of William and Mary reports more emphasis this year on courses in Public Welfare Administration and Child Welfare.

The Virginia Department of Public Welfare is cooperating in both these fields by occasional supplementary lectures. More facilities for rural field work have been provided this year in the

Henrico County Department of the Family Service Society.

An additional seminar for second year graduate students in children's case work is being offered this year. Several workers from social agencies in the city are enrolled in this course.

The School of Public Health Nursing has the largest enrollment in its history, in part due to the cooperation of the Social Security Act in providing scholarships through state departments of health. Four or more states are represented with fellowship students. Miss Frances C. Montgomery is the course Director.

The following have been appointed to the faculty:

Helen M. Mason, Professor of Social Case Work (Child Welfare); Dr. Emily Gardner, Instructor in Health and Disease; Donna Banting Bemiss, Assistant in Psychiatric Social Work and Field Work Supervisor; Frank Davis Preston, Instructor in Social Work and the Law; Dr. Faith Gordon, Instructor in Social Psychiatry.



The New York Chapter has appointed Mrs. Martha Maltman Perry, a member of the Chapter Executive Committee, as Executive Secretary of the Chapter. Mrs. Perry was formerly on the staff of the Charity Organization Society of New York.

At the regular Executive Committee meeting of the Los Angeles County Chapter on September 14 it was voted that the problem of the unattached man be presented at the next meeting. It was suggested that two discussants be secured; one from the University faculty to discuss the sociological aspects of the problem, and the other from the Vagrancy Squad to present the law enforcement agency's point of view.

Paul L. Benjamin, Executive Secretary of the Council of Social Agencies, led a discussion on "The Place of the American Association of Social Workers in Community Planning" at the September meeting of the Buffalo Chapter.

On recommendation of the Committee on Government and Social Work, the Cleveland Chapter adopted a resolution supporting the recommendation of the Cleveland Bar Association study of the Municipal Court Criminal Division which provides for the increase of the probation officer staff of the Court and the addition of a psychiatric clinic to the Court facilities.

The following statement of scope was drawn up at the organization meeting of the Division on Government and Social Work of the Hawaii Chapter: "The duties of the Committee shall be (1) To be informed on the work of the Governor's Advisory Committee on Social Legislation; (2) To be aware of community needs and endorse such legislation as might be presented to meet these needs; (3) To review all social legislation which would be presented to the 1937 Legislature.

The decision that past committee chairmen of the various committees of the Kentucky

Chapter should prepare a statement outlining the responsibilities and problems of the several Chapter committees for the guidance of current chairmen was adopted at the September meeting of the Kentucky Chapter.

The Area of Public Relations and the Responsibility of Social Work is to be the general theme of the Philadelphia Chapter program for the year. In outlining the theme, the Program Committee said "It is obvious that social work's public relations are bad, and this seems to be the time to tackle the problem within the family and see how much we are responsible for and what we can do about it. There are many facets to this problem, not all of which can be covered, but all of which should be of interest to the Chapter. There are our relations in the community, and in our own area. At present among ourselves we are not a related group, having many gaps; between case work groups and community organization groups, and between staff members, supervisors, executives and board members. We cannot relate ourselves to the community unless we find some common base that will unite us with our differences, as a group with something to say on current social issues. One of our difficulties has been that we have demanded understanding around ourselves, and have weakened our various stands by too often being on the defensive. An honest searching into our public relations and our responsibilities for them may help this situation."

The Hudson Valley Chapter, at its September meeting, voted to appoint a committee of five members to plan the meeting programs for the year. Suggested topics for chapter meetings are: personnel standards, employment practices, public assistance administration.

At the first fall meeting of the Richmond Chapter in October the Chapter heard Miss Lillian Keck report on the Blue Ridge Institute for Southern Case Work Executives, and Mrs. Ruth Jones, who described the sessions at the Eaglesmere Conference in Pennsylvania.

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